

AGREEMENT BETWEEN U.C.N.P. AND EMPLOYEES.

Article 1. It shall be optional for the men to work partners, but no individual miner shall have more than one laborer working for him. The present system of working partners at Coal Creek shall be adhered to.

Article 2. The company shall see that an equal turn of cars be offered to each miner, and that he be given a fair chance to obtain same. The checkweighman shall keep a turn bulletin for the turnkeeper's guidance. The driver shall be subject to whomever the mine manager shall designate as turnkeeper in pursuance thereof.

Article 3. The company will give to the United Mine Workers of America full recognition and concede the check-off system; that is to say, upon the individual request in writing of any of the company's employees the company shall deduct such monies from their wages each month as is designated, for dues, assessments, fines and initiation fees. In other words, the company will retain from the wages due employees any sum they may have given orders upon the company for in writing, payable to such officers of the United Mine Workers of America as may be designated in such orders

Article 4 That all fixed expenses of the men for house rent, water, light, sanitation and house coal shall remain as heretofore, each ton of coal to be delivered to the men shall be weighed on a legitimate scale before being delivered, said scale to be subject to the inspection of the Inspector of weights and measures.